



City of Waukeee
Full-Time Employee Benefits
July 2019-June 2020

Vacation

- 1st Year of Service – 5 days per year
- 2nd-4th Years of Service – 10 days per year
- 5th-15th Years of Service – 15 days per year
- 16th Year of Service plus – 20 days per year

Holidays – Paid holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day (4th of July), Labor Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day

Sick Leave – Accrues at the rate of eight (8) hours for each full month of employment.

Life Insurance – The City provides \$50,000 of basic term life and accidental death and dismemberment insurance to eligible employees. The employee may purchase additional life insurance coverage for themselves, their spouse and children.

Long Term Disability – Provided by the City, at no cost, for each full-time employee.

Short Term Disability – Voluntary Short Term Disability is available for purchase by the employee.

Health/Dental/Vision Insurance

- **Family** Monthly premium - \$140 or \$280 if not participating in the Wellness Program
- **Single** Monthly premium - \$60 or \$120 if not participating in the Wellness Program
- Section 125 Flexible Spending Account (FSA) – Medical and Dependent Care

Retirement

- IPERS – Iowa Public Employees Retirement System
- ICMA-RC 457 Retirement Plan available, non-matching.